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Gender in UNDP

Report of the Administrator on the implementation of the UNDP gender equality strategy in 2013

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I. Introduction

1. This report summarizes the annual achievements of UNDP during 2013, the final year of the gender equality strategy, 2008-2013. With the Millennium Development Goals approaching their 2015 deadline, 2013 was a pivotal year for defining what the post-2015 sustainable development agenda will look like. The gender dimension of inequalities was a key focus both in the participatory consultations on the new agenda and in the substantive recommendations emerging from the main technical processes. The high-level panel proposed a stand-alone goal on gender equality, and the outcome document of the special event on the Millennium Development Goals and the post-2015 agenda[1] underscored gender equality and women's empowerment as critical to advancing progress across all the Goals. In a related development, efforts to ensure a balanced gender perspective in all future sustainable development measures were reinforced in 2013 by the United Nations Framework Convention on Climate Change (UNFCCC) on the decision made at the eighteenth session of the United Nations Climate Change Conference to promote gender balance and improve the participation of women in negotiations and in bodies established to implement the Kyoto Protocol.

2. Gender-based violence was in the spotlight at important policy-making forums in 2013, including the 57th Commission on the Status of Women in March and the adoption, in April, of the Arms Trade Treaty[2], which recognized that arms were being used as a means to perpetrate violence against women and girls. The adoption of United Nations Security Council resolutions 2106[3] and 2122 reinforced previous resolutions on women, peace and security, strengthening efforts to end impunity for sexual violence in conflict.

3. Globally, there has been limited progress in increasing women's leadership, participation and voice. With women comprising only 21.4 per cent of the legislatures globally[4], progress remains slow in meeting the 30 per cent target set in the Beijing Platform for Action. Women also continue to be underrepresented as leaders and decision-makers in public administrations and the judiciary, as well as in the corporate sector.

4. Economic inequality also continues to inhibit global development progress[5]. Despite the global trend towards urbanization, extreme poverty remains a largely rural phenomenon and is concentrated predominantly in Africa and Asia[6], with women still constituting the majority of the poor. Women's participation in the formal economy is increasing globally, yet the formal economy is still skewed towards men, and women's economic contributions are undervalued, partly because insufficient attention is given to their unpaid work.

5. In 2013, the UNDP Executive Board approved the new strategic plan, 2014-2017, which focuses on gender equality and women's empowerment as one of seven development outcomes and integrates gender equality and women's empowerment into all other outcome areas. This builds on the quadrennial comprehensive policy review, 2013, which made strong recommendations on accountability, coordination and capacity for gender mainstreaming throughout United Nations development programming. The present annual report reflects on some of the key contributions UNDP has made throughout 2013 at global, regional and national levels, to strengthen gender equality and women's empowerment, as guided by the first gender equality strategy, 2008-2013, of the

[1] http://www.un.org/millenniumgoals/pdf/Outcome%20documentMDG.pdf
[2] http://treaties.un.org/doc/Treaties/2013/04/20130410%2012-01%20PM/Ch_XXVI_08.pdf#page=21
[3] http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/2106(2013)
[4] As of Sept. 1st 2013 source: http://www.ipu.org/english/home.htm
[5] Stiglitz, J (2013) cited in A/68/271 Report of the Secretary General, *Women in Development*
[6] *The Situation of Rural Women*, General Assembly Report of the Secretary General A/68/179 http://www.un.org/ga/search/view_doc.asp?symbol=A/68/179&Lang=E

organization. It reviews results by the thematic areas under which UNDP work was organized at that time.

II. Development results

6. In 2013, UNDP advanced the gender equality and women's objectives outlined in the first gender equality strategy in each of its thematic areas: poverty reduction and achieving the Millennium Development Goals; democratic governance; crisis prevention and recovery; and environment and sustainable development.

Poverty reduction and achieving the Millennium Development Goals

7. While there has been substantial progress towards achieving the Millennium Development Goals globally (not least in reducing the numbers of people living in extreme poverty, achieving gender parity in primary school enrolment and increasing access to anti-retroviral treatment), results are more uneven when disaggregated by sex and reviewed at national and subnational levels. For example, women still make up the majority of those living in extreme poverty, and HIV infection rates among young women are still twice as high as they are among young men.

8. With two years remaining to the 2015 target date for the Millennium Development Goals, UNDP continued in 2013 to focus efforts on accelerating progress towards meeting the Goals throughout its programming areas. Evidence shows that all the 'off-track' Goals have a strong gender-related component, and their lack of progress is correlated to both ongoing gender-based discrimination and women's limited empowerment. Based on that recognition, gender equality continues to be a central focus of the MDG Acceleration Framework. In addition, as detailed in box 1, below, UNDP has been active in ensuring that gender equality is a key feature of discussions on the post-2015 development agenda.

Box 1. Gender equality and the post-2015 agenda

UNDP has been working with partners across the United Nations system and beyond to ensure that gender equality and women's empowerment are addressed in the post-2015 agenda. Throughout 2013, UNDP provided technical expertise and conducted outreach and advocacy to ensure the engagement of women and the inclusion of gender equality issues in the United Nations Development Group consultations on the post-2015 sustainable development agenda. With partners, UNDP developed tools and guidance to ensure women's meaningful participation in national and regional consultations and to ensure that these consultations considered gender equality in their substantive deliberations. UNDP supported the face-to-face interviews for the global MY World survey to ensure that they were gender responsive. E-discussions, webinars and regional consultations were conducted to highlight the gender dimensions of the post-2015 agenda.

With UN-Women and UNFPA, UNDP co-authored the issues brief on gender equality and women's empowerment for the open working group, and brought gender considerations to the drafting of issues briefs for other open working group deliberations to ensure that all thematic areas considered by the working group included gender equality considerations.

9. The MDG Acceleration Framework is now operational in more than 50 countries[7]. While only one country, Cambodia, has elected to focus on Goal 3: Promote gender equality and women's empowerment, more than a third (37 per cent) of MDG Acceleration Framework action plans are focusing on one of the most 'off-track' goals: Goal 5: Reduce maternal mortality. Other action plans also have a strong focus on women's empowerment.

[7] UNDP (2013). *Accelerating Progress, Sustaining Results: The MDGs to 2015 and Beyond* http://www.undp.org/content/dam/undp/library/MDG/MDG%20Acceleration%20Framework/Accelerating%20Progress%20-%20October%2002.pdf

In Africa, for example, all of the 11 action plans released in 2013 that focused on food security emphasized the empowerment of women, particularly small-scale farmers, as a driver of food security[8]. Many of the action plans that focused on poverty reduction also contained specific elements targeted at women. These include the Colombia subnational action plan for reducing the gender-income gap

10. UNDP worked throughout 2013 with national authorities to bolster their policy, strategic planning and budgetary commitments to gender equality by providing technical expertise, research and data. In Myanmar, for example, UNDP supported the newly approved national strategic plan for advancement of women, 2013-2022. UNDP promoted sex-disaggregation of data as a key component of gender-responsive public investments and budget frameworks in several countries, including Barbados, Comoros, Fiji and Guinea. During 2013, UNDP focused national and regional capacity development for social protection and gender equality in Colombia, El Salvador and the Dominican Republic, and promoted national discussions on how to integrate unpaid care work and 'time poverty' into the design and implementation of public policy.

11. UNDP expanded its gender and economic policy management initiative in Africa and Asia-Pacific regions, providing six training programmes in Benin, Burkina Faso, China, the Democratic Republic of Congo, Kenya and Zimbabwe, in which key policy makers were trained in gender-responsive economic policy making. Three short courses were organized in the Asia-Pacific region, including a regional course in the Republic of Korea[9]. The initiative is generating increased demand from countries requesting support, and is leading to results. In Zimbabwe, the Ministry of Water Resources and Development produced a gender responsive water policy that includes strategies to reduce women's unpaid care work; and in Nepal, UNDP supported the use of gender-aware economics in a new three-year government periodic plan that is now being considered by the Cabinet. UN-Women has joined the initiative as a partner, and UNDP-UN-Women country offices are jointly delivering advisory services in countries such as Burkina Faso and Kenya.

12. UNDP continued working with partners to address gender, poverty and HIV linkages and promote leadership and rights, with particular attention to women living with HIV. For example, UNDP supported Kazakhstan, Moldova, Russia, Tajikistan and Ukraine in integrating gender-based violence and the engagement of men and boys into national strategic plans on HIV. UNDP assisted in the further development of a regional network on sex work, the Sex Workers' Rights and Advocacy Network, and facilitated efforts to strengthen national-level dialogue between government, civil society, sex worker organizations and sex worker community representatives in Kyrgyzstan, Turkey and Serbia.

13. Below are some examples of UNDP gender interventions and results of poverty reduction and achieving the Millennium Development Goals in 2013:

(a) *China.* A UNDP pilot project helped micro-enterprises headed by women from small ethnic communities to improve productivity and acquire access to upscale international markets for their goods.

(b) *Colombia.* UNDP supported the Ministry of Labour to include gender analysis in labour observatories and in its main labour equity programme.

(c) *Djibouti.* UNDP supported women living with HIV to design and implement income-generating projects with national partners. An evaluation found that

[8] In Burkina Faso, the Central African Republic, Chad, the Gambia, Tanzania, and Togo, facilitating women's access to agricultural inputs has been a strategic intervention; others focus on improving the livelihoods of poor women through family livestock activities and the sustainable use of non-timber forest products.

[9] In the fourth quarter of 2013, a short course and training of trainers will take place in Dakar facilitated by the United Nations African Institute for Economic Development and Planning.

75 per cent of participants noticed the positive impact of this project on women's social capital and self-confidence.

(d) *Kyrgyzstan.* UNDP and UN-Women supported the integration of gender equality issues into the draft State programme of transition to sustainable development for 2013-2017.

(e) *Malaysia.* UNDP support for the sex disaggregation of data as a key component of gender-responsive public investments and budget frameworks contributed to the use of gender analysis in the multi-dimensional poverty index, the national strategy on the development of indigenous people, and policies on employment promotion.

(f) *Romania.* UNDP and project partners of the project known as "Social Economy – a solution for the development of Roma communities in Romania" organized a social business ideas contest and provided financial and technical support for the winners to develop two social enterprises among Roma communities. One of the winning ideas came from a Roma woman whose enterprise aims to support other Roma women.

(g) *Togo.* To better target women smallholder farmers and bolster women's equitable access to productive resources and participation in producer organizations, a gender strategy was included in the Togo MDG Acceleration Framework. Particular attention was paid to recruiting female agricultural consultants to advise women farmers.

Democratic governance

14. As of October 2013, the global percentage of women in both houses of parliaments globally was a mere 21.4 per cent, and as of June 2013, women comprised a minimum of 30 per cent of national parliaments in only 35 countries. Those figures represent a trend toward growth, but with slow and uneven results globally, it is unlikely that the global MDG-3 target of 30 per cent women will be met by 2015.

15. The trend towards a gradual increase in the number of women occupying political positions confirms the continued need for UNDP support in this area. The democratic governance work of UNDP continues to prioritize women's leadership, participation and empowerment at all levels, with a focus on political institutions and public administrations. Evidence is growing of the positive correlation between women's political participation and increases in their socio-economic rights. In Sub-Saharan Africa, for example, where the proportion of seats held by elected women in both houses has doubled since 2000 (from 11.3 per cent to 21.5 per cent), 16 countries now have gender provisions in constitutions that recognize women's equal right to property and inheritance, and the percentage of women landholders has doubled[10].

16. In 2013, UNDP worked with political parties, electoral commissions, parliaments, local assemblies and national partners on measures to strengthen women's political participation in many countries around the world. Working in partnership with national stakeholders, the International Institute for Democracy and Electoral Assistance and UN-Women, UNDP supported the development of regional and national level strategies in Latin America and the Caribbean to promote more effective commitments to gender equality and women's empowerment in political parties and parliaments. For example, support was provided to the Haiti Electoral Council to increase the availability of sex-disaggregated data to measure women's participation as candidates and voters. UNDP continued to support cross-party women parliamentarian caucuses. In Europe and the Commonwealth of Independent States, UNDP partnered with the Office for Democratic Institutions and Human Rights of the Organization for Security and Cooperation in Europe to strengthen the efficiency and effectiveness of structures through which female

[10] UN-Women (2012), *Gender equality and Constitution of Africa;* The North-South Institute and Third World Network Africa (2000), *Demanding Dignity: Women Confronting Economic Reforms in Africa* and the Africa Human Development Report 2012, *Towards a Food-Secure Future*

parliamentarians can collectively address gender equality and women's empowerment challenges.

17. UNDP supported capacity building of women aspirants, including through 'practice parliaments,' which have enabled women in the Pacific[11], where women's political participation is the lowest in the world, to hone their skills and better equip them to compete in electoral races. In sub-Saharan Africa, UNDP provided technical and financial support to 10 countries[12] to integrate gender equality considerations into law, constitutional reforms and the work of the independent electoral commissions, with the aim of increasing women's participation as voters and candidates. In Ghana, Lesotho and Togo, the number of elected women increased by 2.2 per cent, 4.3 per cent and 2.5 per cent, respectively.

18. Data on women's participation in subnational governments is less readily available, but this too is thought to be low. Available data from Latin America and the Caribbean, for example, shows that in 2012 women comprised around 5.6 per cent of executive heads in intermediate levels of subnational governments (governors and other elected positions) and about 11 per cent of municipal executive heads. Throughout the world, UNDP supported women's participation in decision-making at local levels through a range of initiatives focused on capacity-building, leadership, and networking. In Georgia, UNDP supported local women in self-government councils by organizing local women councillors' forums to enhance their networks and capacities for promoting women's interests in local agendas[13]. Training was provided for women candidates in Somaliland, where in local elections in 2013, 10 women – out of 250 councillors – were elected, as compared with two women in the last elections, in 2002.

19. UNDP has continued to work towards advancing women's legal rights and empowerment through law reforms, advocacy and capacity-building, and to combat gender-based violence through a range of integrated strategies. For example, in Somaliland, UNDP supported the recruitment of additional women into the judiciary. In November 2012, the High Judicial Council of Somaliland officially appointed the first five female deputy attorneys general (public prosecutors) and seven female court chief registrars of the region, and five more women were appointed as public prosecutors in July 2013.

20. To generate a stronger evidence base of how engagement with informal justice systems can best further access to justice, UNDP, together with the Huairou Commission, supported an in-depth analysis of current practice and strategies through social action research by grass-roots organizations in seven African countries. The research explored how the issues of women's land tenure, inheritance, and domestic violence were addressed in informal systems.

Box 2. Supporting women's political participation in Kenya

The 2010 Constitution of Kenya contained a provision that no less than one-third of the seats in the National Assembly could be held by persons of either gender. This was expected to be an important factor in the March 2013 General Elections. The Supreme Court, however, decided that implementation of the gender rule would need to be enacted "progressively" by 2015.

[11] Kiribati, Palau, Papua New Guinea, and the Republic of the Marshall Islands

[12] Kenya, Ghana, Guinea Conakry, Zambia, Zimbabwe, Namibia, Cameroon, Guinea Bissau, Lesotho and Togo

[13] See: http://www.undp.org/content/georgia/en/home/presscenter/pressreleases/2013/05/20/uniting-women-councillors-for-better-local-governance/ and http://www.undp.org/content/armenia/en/home/presscenter/pressreleases/2013/04/16/-forum-of-women-engaged-in-local-self-governance-/

Responding to this decision, the Secretariat of the National Women's Steering Committee of Kenya, UNDP and UN-Women initiated a 'team of eminent persons' initiative to work with the Government, political parties and other stakeholders to deliver the spirit of the 'one-third' promise. Comprising 10 influential members from the private sector, media, academia, former politicians and grass-roots women leaders, the team encouraged political party officials to nominate women candidates, advocated for women's participation in the National Assembly and Senate, mobilized public opinion and support for women in leadership positions, and advocated for the realization of fair, transparent and violence-free election processes. The full impact of the initiative will only become apparent over time. But the effort did contribute to strengthening the relationship between the women's movement and political parties and coalitions. It also raised awareness and positive public opinion in support of women in leadership positions and encouraged the media, political candidates and parties to maintain peace before, during and after the elections. Women now hold 86 seats in the new National Assembly chambers (21 per cent, up from just 10 per cent in the former Parliament), and the six of the 17 members of the new Cabinet are women.

21. Below are some examples of UNDP gender interventions and results in the area of democratic governance in 2013:

(a) *Afghanistan*. UNDP assisted the Independent Election Commission in developing and implementing a gender strategy and action plan for electoral operations, ensuring gender-responsive voter registration services.

(b) *Cambodia*. UNDP provided ongoing support to government, civil society networks and networks of women and girls living with HIV and AIDS. For the first time, the new National Action Plan on Violence Against Women has a special focus on violence faced by women and girls living with HIV and AIDS, including female sex workers.

(c) *El Salvador*. UNDP supported the women's group in parliament to design a 30 per cent quota law for popular elections; it entered into force in March 2013.

(d) *Iraq*. UNDP supported national authorities in rolling out the national Violence against Women and Domestic Violence Database for unified and consistent reporting through the Ministries of Interior at both the federal and the regional level. The database will facilitate effective monitoring of reporting and prosecution of violence against women and domestic violence cases.

(e) *Ukraine*. UNDP supported national partners in drafting the new State programme for ensuring gender equality in Ukraine, 2014-2016, which was adopted in September 2013.

Crisis prevention and recovery

22. UNDP continued to globally co-lead, with UN-Women, three areas of the Secretary-General's Seven Point Action Plan on Gender-responsive Peacebuilding. These included the promotion of women's representation in post-conflict governance, improving access to justice for women, and supporting women's post-crisis economic recovery. For example, UNDP continued to support the 'N-Peace' initiative[14], a multi-country network of peace advocates in Asia who share skills and knowledge in promoting and keeping peace in their countries. N-Peace has expanded in Nepal, and five 'N-Peace champions' who are active network members working for non-governmental organizations at the grass-roots level were given small grants to support their work on women, peace and security. In *Malawi*, UNDP worked alongside UN-Women and stakeholders in the ministries of gender and youth to ensure increased representation of women in consultations concerning the Malawi

[14] Engage for Peace, Equality, Access, Community and Empowerment (N-Peace) is a network of peace advocates who communicate online and in annual meetings to share skills and knowledge in promoting and keeping peace in their countries. The network serves as a means for engagement between government, civil society and other groups on the issues of women, peace and security, and broader conflict prevention and peacebuilding work.

peace architecture. While the number of women participating was low (27 per cent), their involvement brought a gender-perspective to the dialogue.

23. Technical support was provided to countries to address the issue of gender-based violence from a rule of law and peace-building perspective, including within the context of increasing community security and reducing armed violence. This included nine countries in sub-Saharan Africa, where support was provided on drafting and implementing national action plans on violence against women[15].

24. UNDP continued to work with national partners to integrate gender equality and women's empowerment into economic recovery policies and programmes, including for ex-combatants. In *Burundi*, for example, women made up nearly half of the beneficiaries in two economic recovery programmes: one creating work days in rural regions and the other helping conflict-affected people to establish producer organizations and self-employment initiatives.

25. In 2013 UNDP scaled up its work in mainstreaming a gender equality dimension into disaster risk reduction and recovery and disaster risk management. It is currently working on this issue with 45 governments. In Argentina, Belize, Colombia, El Salvador, the Dominican Republic, Honduras, Iraq, Kyrgyzstan, Mozambique, Nepal, Pakistan, Paraguay, Tajikistan, Uganda and Uruguay, the capacities of national and local actors were supported and advisory services provided to ensure that gender was mainstreamed into national and local plans. UNDP also partnered with UN-Women to ensure that post-disaster needs assessment and recovery guidelines developed with the World Bank and the European Union were gender-aware.

26. To better understand the links between gender and disaster risk reduction and recovery and disaster risk management, UNDP supported work designed to illuminate the links between gender and conservation in Colombia, the Dominican Republic, Guyana, Honduras and Suriname, and is conducting a study in five Horn of Africa countries on the links between gender and climate change, disasters, and violent conflict.

27. Below are some examples of gender equality results in the area of crisis prevention and recovery in 2013:

(a) *Burundi*. With support from UNDP and partners, a 'one-stop shop' providing survivors of gender-based violence with medical, psycho-social and legal assistance was established. The Centre Humura increased its support by 500 per cent since last year, with steady increases.

(b) *Colombia*. In collaboration with marginalized groups in conflict-affected territories, UNDP provided support to 19 municipalities to develop local level public policy on gender equality and strengthen institutional capacities to address gender-based violence.

(c) *Haiti*. UNDP supported eight community platforms that facilitated the participation of women in addressing their priorities and needs in post-earthquake solutions with respect to infrastructure, social issues and income-generating activities. Through the project, nearly 1600 jobs were created, 65 per cent of them for women.

(d) *Sierra Leone*. The 'Saturday Courts', which hear only sexual and gender-based violence cases, were expanded from the capital Freetown to the southern and eastern provincial capitals of Bo and Kenema. UNDP has supported the courts since 2011. Between February and May 2013, 185 cases were resolved, and a backlog of cases in the Freetown Magistrate Court was cleared.

[15] Sierra Leone was supported for legislative development on the passage of the Sexual Offences Act; Cameroon for the launch of the Secretary General's Africa UNiTE Campaign to end violence against women, and Chad, the Democratic Republic of Congo, and Niger and for strengthening the capacity of judicial and police officers, traditional and religious leaders and the media. Chad also validated the national strategy against sexual and gender-based violence.

(e) *Viet Nam*. UNDP supported capacity-building and advocacy to increase the participation of women and girls in disaster management and decision-making. In October 2013, the Viet Nam Women's Union was included as an official member of the Central Committee on Floods and Storm Control. UNDP also implemented a community-based disaster risk management programme covering 6,000 communes and villages, which has trained 350 women instructors.

(f) *The Democratic Republic of the Congo*. In collaboration with its partners, UNDP continued to support the provision of legal aid services through legal aid clinics, mainly supporting victims of sexual violence and the organization of mobile court sessions. Despite the growing instability in the eastern part of the country, particularly in North Kivu, UNDP capacity-building support resulted in the organization of six mobile courts (two in South Kivu, one in North Kivu, and three in Ituri), allowing for the trial of 198 cases, 70 of which were sexual and gender-based violence cases. With UNDP support, 183 victims benefited from legal aid and advisory services.

Environment and sustainable development

28. UNDP aims to mainstream gender equality and the empowerment of women into all of its work on energy and the environment, and to continue providing technical expertise on gender and climate change at the global policy level.

29. Through advocacy, capacity-building and technical support, UNDP has worked to bring gender issues and the participation of women into global policy debates. Following the landmark decision on gender balance that was passed at the eighteenth session of the United Nations Climate Change Conference in December 2012, UNDP has provided technical support to the UNFCCC and governments around the world in promoting gender balance and improving the participation of women in UNFCCC negotiations and other bodies established to implement the Kyoto Protocol.

30. UNDP continued advocating for the inclusion of gender issues in the agenda for climate finance, including in the Green Climate Fund by working with partners in the Global Gender Climate Alliance and the Heinrich Boell Foundation. A major breakthrough this year was the decision to request the Secretariat of the Green Climate Fund to prepare options for a fund-wide gender-sensitive approach in consultation with relevant bodies and observers. The outcome of that meeting presents a great opportunity and entry point for future UNDP work, promoting a paradigm shift towards low-carbon, climate-resilient sustainable development.

31. UNDP continued to promote gender-sensitive processes in the United Nations collaborative initiative on reducing emissions from deforestation and forest degradation (REDD) as well as to support UN-REDD Programme partner countries and stakeholders in the preparation, development and implementation of gender-sensitive national UN-REDD-strategies. Together with the Food and Agriculture Organization and the United Nations Environment Programme, UNDP developed in 2013 the UN-REDD guidance note on gender-sensitive REDD-plus. The guidance note includes concrete examples of good practices and proposes specific actions that can be taken to ensure that gender-sensitive outcomes are realized.

32. At the national level, UNDP supported the development of gender-sensitive climate strategies in Liberia, Nepal, Somalia and Yemen. In Nepal, for example, the 14 district energy, environment and climate change coordination committees were reformed. They are now more inclusive and have to include representatives from marginalized communities, including women. Women have also been promoted as change agents in disaster and climate risk management, through micro capital grant support to women-led and women's groups. This initiative includes disaster risk and recovery initiatives linked with livelihood and small mitigation measures, such as broom grass and cardamom plantations, and off-season fruit and vegetable farming, which helps to protect soil erosion and landslides while

generating income for the communities. The groups have succeeded in securing matching resources from local government and other stakeholders at the community level.

33. In Latin America and the Caribbean, UNDP work on mainstreaming climate change adaptation policies into national development plans included women's organization, ensuring their systematic engagement in the dialogue on adaptation and mitigation strategies[16]. As an illustrative example, in Mexico, UNDP is supporting the government in mainstreaming gender into the main climate change 'Special Programme, 2013-2018' through the definition of specific sector and cross-cutting goals.

34. In Africa, UNDP has developed a methodology for integrating HIV and gender into environmental impact assessment that helps countries address barriers to the implementation of environmental, health, gender, and labour policies, laws and regulations in planning and executing large infrastructure projects. To date, UNDP and partners are supporting 10 countries in East and Southern Africa as they work to include HIV and gender-related issues in environmental assessments.

35. Efforts are being scaled up to more systematically integrate gender perspectives into the UNDP Poverty-Environment Initiative for 2013-2017 through (a) conducting gender analysis as part of a broader social, economic, and political economy assessments; (b) ensuring that monitoring and evaluation and reporting processes are gender-sensitive; and (c) providing incentives and training project staff to mainstream gender into its work. The Initiative is establishing a partnership with UN-Women focusing on gender-responsive budgeting and on making the case for increased policies and budgets that recognize the cost of inaction with respect to gender equality in the context of its work.

36. Below are some examples of gender equality results in the area of environment and sustainable development in 2013:

(a) *Mozambique*. The Poverty-Environment Initiative supported the training of more than 50 planners at the Ministry of Women and Social Affairs at the national and provincial levels on mainstreaming gender and pro-poor environmental sustainability perspectives in their planning processes.

(b) *Panama*. As part of a regional commitment to mainstreaming gender into climate change adaptation policies, indigenous women partnered with UNDP in microfinance projects on environmental conservation.

(c) *Uzbekistan*. Gender mainstreaming is a priority of the multi-country programme on climate risk management. The gender strategy aims to track how women are vulnerable and affected by water shortages and droughts. As part of the Uzbekistan component of the programme, a workshop was held on water-saving technologies applied in arid climates (drip irrigation and efficient greenhouses) for women farmers and teachers in Kashkadarya region.

(d) *Zimbabwe*. Gender equality and women's empowerment in the mining sector were improved through a UNDP-supported initiative that trained 230 women miners on various issues, including environmental and mines regulations, financing, technology and collectivism. A key result was the incorporation of issues prioritized by women miners into the draft mines and minerals policy.

III. Institutional results

Deepened accountability for gender equality results

37. As in prior years, UNDP continues to invest in institutional mechanisms to strengthen gender equality and women's empowerment in all work. In 2013, UNDP strengthened its accountability framework for gender equality results in several ways.

[16] For example, in Colombia, the Dominican Republic, El Salvador, Mexico, and Uruguay.

38. Through the Gender Steering and Implementation Committee, which is its highest-level accountability committee, UNDP reviewed the progress of each bureau on meeting commitments to gender equality and women's empowerment, including gender parity. The Committee, chaired by the Administrator, ensured that Bureau directors continued to demonstrate leadership and strengthen action to systematically integrate gender equality into each area of their work. The 2012-2013 exercise will be completed in January 2014.

Gender marker

39. UNDP pioneered the 'gender marker' in the United Nations system as a tool to monitor investments for gender equality. In 2013, UNDP continued to build staff capacities to use the marker as a planning as well as a reporting tool. UNDP also continued to lead inter-organization efforts to harmonize the tracking of gender-related investments using the tool.

40. During 2013, a gender marker guidance note, developed under the co-leadership of UNDP and the United Nations Children's Fund (UNICEF), was endorsed by the United Development Group. The guidance note, which sets out common principles and standards for gender markers, will guide the development of an effective, coherent approach within the United Nations system for tracking resources that support results on gender equality and women's and girls' empowerment, with agreed-upon parameters and standards.

41. At the time of writing this report, updated gender marker data results were not yet available.[17]

Box 3. Improved planning

In 2013, the UNDP gender team undertook an analysis of 13 country programme documents that had been submitted to the Executive Board in June 2012. Results showed that efforts had been made to better integrate gender into the draft country programmes. The majority of them, for example, presented relevant analysis of gender equality dimensions in the situation analysis section. Despite a lack of baseline data to measure gender-sensitive outputs, most of the draft country programmes included sex-disaggregated indicators in at least one programming area, and all of them included at least one programming area that mentions women or gender equality in the narrative description of the proposed programme. Although quality varied, eight of the 13 draft country programmes showed how UNDP would support the capacity-building required to facilitate transformative changes in relation to gender equality in at least one area of intervention.

Strengthening knowledge and capacities

UNDP 'gender equality seal' initiative

42. UNDP continued in 2013 to expand its gender equality seal, a capacity-building and quality assurance programme piloted in 2011-2013. The seal, which was inspired by Latin American public-private certification programmes and standards for gender equality in the workplace, is an institution-wide certification process that recognizes good performance of UNDP offices and units in delivering gender equality results. A tool for empowering managers and accelerating the changes needed to support gender equality goals, the seal offers three levels of certification: gold means excellent, silver means good, and bronze means improving. The first three pilot countries (Argentina, Bhutan and Kyrgyzstan) were each awarded the gold seal.

[17] To be included in the oral report provided to the Executive Board.

43. Through an extension of the pilot project in 2013, a total of 31 country offices[18], one subregional service centre (Fiji) and one headquarters bureau (Regional Bureau for Asia and the Pacific) applied for gender equality seal certification. An online self-assessment tool, a supporting package of services and tools to be used by applicants have been developed to support the extended pilot initiative. After receiving recommendations from the Gender Equality Seal team, the 32 applicants are preparing and implementing action plans for improvement. In 2014, each unit will be certified at one of the three levels.

Strengthening knowledge

44. UNDP continued to invest in strengthening knowledge and policy advice on gender equality and to foster the effective sharing of best practices both within the organization and in the wider development policy community. Initiatives in this area included:

(a) Membership in the UNDP gender space on Teamworks, Gender Net, grew by 20 per cent in 2013. It now includes more than 1,440 members, primarily from UNDP but also from UN-Women, UNFPA, and women's rights organizations. In a representative sample of members more than 80 per cent responded that Gender Net helped them improve their ability to perform on gender-related issues. In 2013, more than 500 articles, blog posts and bookmarks were shared and more than 40 discussion forums were opened.

(b) UNDP has embraced social media tools, including Twitter[19], to support its gender equality work and reach out to partners, donors, and the general public. Innovative initiatives promoting gender equality approaches were implemented to better suit beneficiaries; for example, the use of social media to track the service needs of women and men with special abilities (in *Belarus*); to involve men and boys in helping to create violence-free environments (in *Albania*); and to raise awareness on violence against women using media and communication materials. In *Kosovo*, UNDP extended its cooperation with the ABC Cinema in Pristina, broadcasting a public service announcement on violence against women and providing information on how to report cases of violence.

(c) UNDP offered online webinars on blogging, social media and innovative information technology tools to advance gender equality, including as a critical part of the post-2015 development agenda.

(d) The 'infographics' produced by UNDP on gender equality in Europe and the Commonwealth of Independent States received more than 6,000 views on Visual.ly in 2013.

(e) Online publications of the UNDP Gender Team on ScribD and Issuu received more than 10,000 views.

45. During 2013, UNDP published a range of knowledge products at global, regional and national level designed to provide guidance on advancing gender equality and the empowerment of women (See box 4).

[18] Afghanistan, Algeria, Bahrain, Belarus, Cambodia, Cuba, the Democratic Republic of Congo, Djibouti, El Salvador, Egypt, Ethiopia, Fiji Multi-country, Guinea, Kosovo, Jamaica, Lesotho, Madagascar, Moldova, Montenegro, Morocco, Mozambique, Nepal, Nicaragua, Niger, Nigeria, Occupied Palestinian Territories, Peru, Rwanda, Somalia, Sudan, Tanzania, and Zambia.

[19] In 2012 UNDP launched a social media campaign with dedicated themes for each day of the week, which was continued throughout 2013. As of July 2013, tweets about gender equality (#EqualityMonday) had the widest reach of all theme days (2.81 million per month). Gender equality tweets also get the most mentions, and re-tweets have the highest engagement with UNDP followers on Twitter.

Box 4. Examples of new UNDP knowledge products in 2013

The *Gender Responsive Budgeting in Africa: Step by Step Guide*, a training manual, was designed to provide countries with tools, approaches and common concepts in the implementation of gender-responsive budgeting

Advancing Economic Empowerment of Women: An analysis from the field, summarized experiences from three African countries; and a Documentary "*Women Rising: Political Leadership in Africa*[20]", launched for the 50th anniversary of the African Union and the 10th anniversary of the Maputo Protocol on Women's Rights in Africa, in May 2013.

Green Jobs for Women and Youth: What can Local Governments Do?[21] This paper presents examples of policies and programmes initiated by local governments that promote green jobs especially for women and youth between the ages of 15 and 24.

The National AIDS Council of Papua New Guinea and UNDP published *Rapid Assessment of Institutional Readiness to Deliver Gender-Based Violence and HIV Services in Five Provinces of Papua New Guinea.*

UNDP, as convener of the knowledge management initiative for the 'MDG-F', gender equality and women's empowerment window, developed and launched the publication *Making Joint Gender Programmes Work – Guide for Design, Implementation, Monitoring and Evaluation.*

UNDP published a series of Asia-Pacific regional thematic policy briefs and training modules on gender and climate change designed to facilitate the work of regional and national cadres of experts, practitioners, policy makers, and other partners in mainstreaming gender into climate change policy and programming.

Promoting gender parity

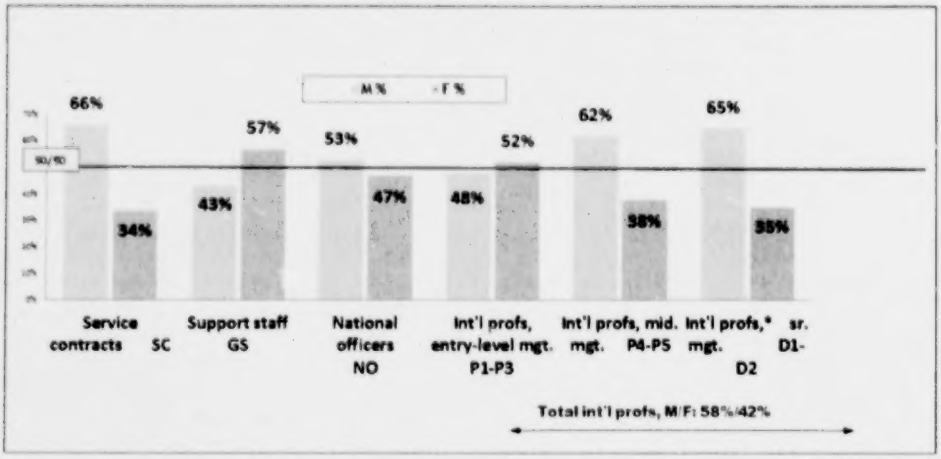
46. UNDP developed its first gender parity strategy in 2009, with the goal of reaching gender parity throughout the organization by 2015. To accelerate progress towards greater gender parity, in 2013 UNDP developed a refreshed gender parity strategy, 2014-2017, which proposes several actions designed to redress the imbalance.

47. Overall, UNDP has 50 per cent women. However, while women are well represented within the entry-level of the organization, there are considerable gender gaps in the middle and senior levels. At the P-4 level, for example, women account for only 39 per cent of staff, and at the P-5 level, they account for 37 per cent of staff. At the D-1 and D-2 senior levels, women account for 35 per cent of staff (see table 1. UNDP workforce by management levels, first quarter 2013). At the level of resident coordinator or resident representative, women occupy 39 per cent of positions.

[20] http://www.youtube.com/watch?v=DClXif1T9dA

[21] http://www.undp.org/content/dam/undp/library/Poverty%20Reduction/Participatory%20Local%20Development/GreenJobs_web.pdf

Table 1. UNDP workforce by management levels, first quarter 2013



Source: Atlas, September 2013

48. To complement the new strategy, some UNDP bureaus have already instituted mechanisms to address gender parity. The Regional Bureau for Asia and the Pacific, for example, created a gender parity task force to assess gender parity issues and propose a strategy to increase female representation at the international professional level. The Bureau also established a virtual mentoring programme for mid-level women professionals, a year-long pilot programme aimed at connecting 16 mid-level professional women serving in the Asia-Pacific region with 16 mentors (male and female), who serve in different regions or offices within UNDP.

49. To address the six per cent decrease of women at their junior management level and to bolster women's representation at the middle management level, the Regional Bureau for Africa launched a pilot programme to identify and promote talented women as leaders and managers in the organization. The pilot, currently enrolling 24 candidates, is expected to be expanded to include more participants in the Africa region and to other regions in 2014.

Strengthening inter-organizational collaboration

50. UNDP continued to engage with partners at all levels in order to maximize results. During 2013, UNDP reported on the performance indicators of the sector-wide action plan on gender equality and women's empowerment and contributed to setting up the first baseline information on United Nations system performance on gender equality and the empowerment of women.

51. In 2013, UNDP continued to partner in critical joint initiatives and working groups. This included supporting the Secretary General's Campaign to End Violence against Women and playing an active role in the United Nations Task Team on Gender Equality, and the Inter-Agency Network on Women and Gender Equality at the headquarters and regional levels. UNDP supported UN-Women in its function as secretariat of the Commission on the Status of Women and shared its good practices on gender equality and women's empowerment programming for inclusion in the various reports of the United Nations Secretary-General. UNDP co-chairs the inter-organization task forces on gender and climate change. Other notable collaborations include:

(a) the substantive UNDP engagement in the Advisory Group on the UNDG post-2015 thematic consultation on addressing inequalities, led by UN-Women and UNICEF;

(b) A newly launched joint United Nations initiative on rule of law and access to justice, which is a partnership between UN-Women, the Office of the United Nations High Commissioner for Human Rights, and UNDP;

(c) Support for the UN-Women 'knowledge gateway for women's economic empowerment'.

(d) The working group on gender of the Broadband Commission, a multi-sectoral body chaired by the UNDP Administrator[22], whose 2013 report provides an overview of the digital exclusion of women and the opportunities available for closing the gap.

Box 5. Partners for prevention report

A good example of inter-organizational collaboration is Partners for Prevention, a joint programme between UNDP, UN-Women, UNFPA and the United Nations Volunteers programme on the prevention of gender-based violence. In September 2013, Partners for Prevention launched the results of a comprehensive study on gender-based violence entitled *Why Do Some Men Use Violence Against Women and How Can We Prevent It?: Quantitative Findings from the United Nations Multi-country Study on Men and Violence in Asia and the Pacific.*

Presenting insights from more than 10,000 men and 3,000 women, the study produced the largest cross-country comparable data set on men's use of violence in Asia-Pacific to date. The study explored the different factors associated with men's perpetration of violence against women. It found that men who reported having perpetrated violence against a partner were significantly more likely to: have gender inequitable attitudes and to try to control their partners; have experienced physical, sexual or emotional abuse as a child or to have witnessed the abuse of their mother; and have practices that reflect idealized notions of male sexual performance, such as having multiple sexual partners and engaging in transactional sex.

The report explores these factors and many others, and makes recommendations on how to use the data to more effectively prevent violence against women in Asia and the Pacific. Analysis of the study will form the basis of country-level capacity development interventions for the next phase of the Programme. The report makes seven recommendations to support broader systems and approaches for prevention and response, including protection and justice support.

52. Throughout 2013, UNDP, UN-Women, UNFPA and UNICEF strengthened their collaboration to ensure strategic policy coherence and alignment with the quadrennial comprehensive policy review recommendations. For example, in 2013 UNDP actively engaged with United Nations partner organizations on the development of the next gender equality strategy, 2014-2017.

IV. Conclusion

53. This will be the final report to the Executive Board on the implementation of the first gender equality strategy, 2008-2013. It should be read in conjunction with the background paper on the implementation of the UNDP gender equality strategy, 2008-2013, presented

[22] The Broadband Commission, established by the International Telecommunication Union and the United Nations Educational, Scientific and Cultural Organization and supported by the Secretary-General, was established in 2010 to find practical way for countries to provide broadband networks for their citizens as platforms for progress.

to the Executive Board at its first regular session 2013, which covered the full retrospective results of implementation of the first gender equality strategy from 2008 to 2012. In 2014, there will be an organization-wide evaluation of the gender equality strategy, 2008-2013, the results of which will be reported to the Executive Board. Subsequent reports to the Executive Board will be based on implementation of the UNDP gender equality strategy, 2014-2017: The Future We Want: Rights and Empowerment, which aligns with the new UNDP strategic plan, 2014-2017: Changing with the World.